

**Being Part of a Multicultural Society: Tracking ARAOMC Congregational/Institutional Change**

Unexamined Status Quo	Efforts made to prevent change and put things back the way they were.	Invitation is issued and there is positive response and engagement	Goal-setting oriented towards new and/or shared values	Learning and practicing new concepts, frameworks, tools, awareness, skills, etc.	Reorganizing processes and collaborating to fulfill the vision and meet the goals. New tools are being used.	Internalization of the changes so that new norms have been created and operate in the life of the church community.
<b>MAINTAINING</b>	<b>REINFORCING</b>	<b>ADAPTING</b>	<b>REVISIONING</b>	<b>RETOOLING</b>	<b>RESTRUCTURING</b>	<b>TRANSFORMING</b>
Board of Trustees						
Executive Team						
Religious Education						
Worship Committee						
Social Justice Ministries						
Committee on Ministry						
Membership Committee						
Adult Religious Education						
Covenant Groups						
Investment Committee						

Adapted from *Welcoming Resistance* by William Hobgood  
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